

A photograph showing a man and a woman in business attire. The man is on the left, wearing a suit and glasses, looking towards the woman. The woman is on the right, wearing a light-colored blazer, looking back at the man. They appear to be in a meeting or conversation.

Requesting Employer-Supported ADHD Coaching

A practical, work-focused guide

Quick Reference Guide on ADHD Coaching

Use cases:

For annual reviews, HR conversations, or live discussions when you need a clear, employer-facing summary.

What it is:

Skills-based coaching focused on planning, prioritization, time management, and follow-through at work.

What it is not:

Therapy, clinical treatment, or focused on personal history or mental health processing

Why employers support it:

- Improves productivity and efficiency
- Reduces overwhelm and burnout
- Supports consistent execution
- Strengthens long-term performance

What results employers can expect:

- Clearer priorities and better workload management
- More consistent task completion
- Improved self-management during peak demand
- Fewer last-minute bottlenecks and delays

Where it's often funded:

- Professional development budgets
- Learning and development funds
- Wellness benefits

Cost context:

This is comparable to other professional development or coaching investments and is often far less costly than turnover, burnout, or productivity loss.



How long it typically lasts:

ADHD coaching is goal-oriented and time-limited. Many engagements run for a defined period, such as 6 months to a year, depending on role demands and goals.

How to frame the ask:

“I’m requesting ADHD coaching as a professional development tool to support my effectiveness and sustainability at work.”

Key reminder:

This is a business case, not a personal explanation